

By: Martinez

H.B. No. 118

A BILL TO BE ENTITLED

AN ACT

relating to the salary paid to certain professional employees of public schools.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Sections 21.402(a), (b), (c-1), and (e-1), Education Code, are amended to read as follows:

(a) Except as provided by Subsection (e-1) or (f), a school district must pay each classroom teacher, full-time librarian, full-time school counselor certified under Subchapter B, or full-time school nurse not less than the minimum monthly salary~~[based on the employee's level of experience in addition to other factors, as determined by commissioner rule,~~] determined as provided by Subsection (b) [the following formula:

~~[MS - SF x FS~~

~~[where:~~

~~["MS" is the minimum monthly salary,~~

~~["SF" is the applicable salary factor specified by Subsection (c), and~~

~~["FS" is the amount, as determined by the commissioner under Subsection (b), of the basic allotment as provided by Section 42.101(a) or (b) for a school district with a maintenance and operations tax rate at least equal to the state maximum compressed tax rate, as defined by Section 42.101(a)].~~

(b) The commissioner shall adopt rules to establish a method

1 for annually setting a salary schedule for classroom teachers,
2 full-time librarians, full-time school counselors certified under
3 Subchapter B, and full-time school nurses based on the employee's
4 level of experience. The commissioner's method must provide a
5 salary level for each year of experience from 0 years through 20
6 years. The commissioner shall ensure that the salary schedule is
7 consistent with the national average salary, based on experience,
8 for those employees as determined by statistics gathered by the
9 National Center for Education Statistics or a similar independent
10 education-oriented institution. Not later than June 1 of each
11 year, the commissioner shall determine, based on the salary
12 schedule, the minimum monthly salary for each classroom teacher,
13 full-time librarian, full-time school counselor certified under
14 Subchapter B, and full-time school nurse for the following school
15 year [~~the basic allotment and resulting monthly salaries to be paid~~
16 ~~by school districts as provided by Subsection (a)].~~

17 (c-1) Notwithstanding Subsections (a) and (b), each school
18 district shall pay a monthly salary to each classroom teacher,
19 full-time speech pathologist, full-time librarian, full-time
20 school counselor certified under Subchapter B, and full-time school
21 nurse that is at least equal to the following monthly salary or the
22 monthly salary determined by the commissioner under Subsection
23 [~~Subsections (a) and~~] (b), whichever is greater:

24	Years of	Monthly
25	Experience	Salary
26	0	2,732
27	1	2,791

1	2	2,849
2	3	2,908
3	4	3,032
4	5	3,156
5	6	3,280
6	7	3,395
7	8	3,504
8	9	3,607
9	10	3,704
10	11	3,796
11	12	3,884
12	13	3,965
13	14	4,043
14	15	4,116
15	16	4,186
16	17	4,251
17	18	4,313
18	19	4,372
19	20 & Over	4,427

20 (e-1) If the minimum monthly salary determined under
21 Subsection (b) [~~(a)~~] for a particular level of experience is less
22 than the minimum monthly salary for that level of experience in the
23 preceding year, the minimum monthly salary is the minimum monthly
24 salary for the preceding year.

25 SECTION 2. Subchapter E, Chapter 42, Education Code, is
26 amended by adding Section 42.2520 to read as follows:

27 Sec. 42.2520. ADDITIONAL STATE AID OR CREDIT AGAINST COST

1 OF ATTENDANCE CREDITS FOR PROFESSIONAL STAFF SALARIES. (a) For
2 each school year, a school district, including a school district
3 that is otherwise ineligible for state aid under this chapter, is
4 entitled to state aid in an amount, as determined by the
5 commissioner, equal to the difference between the district's salary
6 cost under Section 21.402, as amended by __.B. __, Acts of the 86th
7 Legislature, Regular Session, 2019, for all classroom teachers,
8 full-time librarians, full-time school counselors certified under
9 Subchapter B, Chapter 21, and full-time school nurses employed by
10 the district and an amount equal to what the district's salary costs
11 would have been for that school year under Section 21.402, as it
12 existed before amendment by __.B. __, Acts of the 86th
13 Legislature, Regular Session, 2019.

14 (b) A school district that is required to take action under
15 Chapter 41 to reduce its wealth per student to the equalized wealth
16 level is entitled to a credit, in the amount of state aid to which
17 the district is entitled under this section, against the total
18 amount required under Section 41.093 for the district to purchase
19 attendance credits.

20 (c) A determination by the commissioner under this section
21 is final and may not be appealed.

22 (d) The commissioner may adopt rules to implement this
23 section.

24 SECTION 3. Section 21.402(c), Education Code, is repealed.

25 SECTION 4. Not later than January 1, 2020, the commissioner
26 of education shall adopt rules to establish a method for annually
27 setting a salary schedule as provided by Section 21.402(b),

1 Education Code, as amended by this Act.

2 SECTION 5. This Act applies beginning with the 2019-2020
3 school year.

4 SECTION 6. This Act takes effect immediately if it receives
5 a vote of two-thirds of all the members elected to each house, as
6 provided by Section 39, Article III, Texas Constitution. If this
7 Act does not receive the vote necessary for immediate effect, this
8 Act takes effect September 1, 2019.